WHITE COLLAR

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OEIU SCORES ON FOUR FRONTS

Victories in Nevada, Indiana, New York and California

Pan Am Employees Vote OEIU At Nev. Test Station

Pan American clerical employees at the Nuclear Rocket Development Station in Nevada voted decisively in an NLRB-conducted election for representation by OEIU Local 400.

The unit of 105 employees cast 47 votes for the OEIU, thereby defeating the Brotherhood of Railway Clerks, which tallied 35 ballots. Only three employees in the total unit voted "no union." Two challenged ballots which cannot affect the decision were unopened.

Campaign leaders International Representative Joe McGee and Local 400 President Gordon Stanton attributed the victory to an intelligent campaign waged primarily through mailed material and leaflet distribution.

Pan American World Airways operates the maintenance and support services of the station under contract with the Atomic Energy Commission.

Although the greater majority of the Pan Am unit (79 employees) are employed at the Nuclear Research Development Site, Pan Am employees in the Data Processing Department utilize computer services at a Las Vegas bank 26 miles east of the station.

Local 400 also represents 400 clerical employees of the Reynolds Electrical and Engineering Co. located at the nearby Mercury Test Site. Many of the Pan American employees who voted in this election were former members of the OEIU employed by Reynolds Electrical and Engineering Co. but were transferred to Pan American to participate in sub-contracted work.

Local 325 To Represent Truth Publishing Co.

A narrow victory was scored for the OEIU on June 16th when the employees of the Truth Publishing Company of Elkhart, Indiana, voted 20 to 18 for representation by Local 325 of Fort Wayne. The company publishes two daily newspapers in the Elkhart area. The new unit will consist of the business office, commercial office, advertising and circulation departments, and will have 42 employees.

Interest in the OEIU was first expressed through the Elkhart Labor Council and the Indiana State AFL-CIO. Representatives John W. Richards, Vice President George P. Firth, and Local 325 Business Representative Wayne T. Kepler met with the group and assisted in the victory. Employees who worked hard for the victory were Michael Robinson, Lois McCammon, Janet Keith, John Vigus, and Ed Wasowski.

44 Employees of Urban Renewal Corp. Gain Representation by Local 153

Local 153 recently won bargaining rights for 44 office clerical, maintenance clerical, and field employees of the City Urban Renewal Management Corporation located in New York City.

The company attempted to avoid unionization by claiming it was a non-profit quasi-governmental organization exempt from state law. A meeting was held at the State Labor Relations Board at which officials of Local 153 stressed the fact that the union represented a majority of employees and that the issue should be resolved either on the basis of a cross-check of the cards against the employer's payroll records or through an election conducted under the direction of the New York State Labor Relations Board.

However, shortly after the meeting the Mayor's office intervened through Morris Tarshis, chief city labor mediator. Mr. Tarshis informed the local union that the City Urban Renewal Management Corporation had agreed to meet with business representative Drucker at the offices of Philip J. Ruffo, general counsel of the New York City Department of Labor.

This meeting, arranged by Mayor Wagner's top mediator, Morris Tarshis. led to the agreement which resulted in the much-needed and desired organization of the City Urban Renewal Management Corporation's employees into Local 153. After a good deal of discussion, the company agreed that it would recognize Local 153 as the collective-bargaining agent if a check of the cards signed by the employees designating Local 153 as bargaining agent showed that a majority of the people had signed. The card check was conducted by Philip J. Ruffo, general counsel of New York City's Department of Labor, and a majority was determined.

The campaign was headed by Local 153 business representative Meyer Drucker, with the able assistance of organizers Steve Donohue and Joseph Tuohey.

Pacific Northwest Educational Conference

The Pacific Northwest Educational Conference met at Portland, Oregon.

San Diego Health Association 42-10 For Local 139

Fifty-seven employees of the San Diego Health Association will be represented in collective bargaining by Local 139 as a result of a landslide victory by the local in a representation election conducted June 12.

Office, clerical, technical, and professional employees voted 42 to 10 in favor of representation by Local 139 in the cross-check election which was conducted by the California State Conciliation Service.

The bargaining unit will include registered nurses, medical technicians, licensed vocational nurses, and office and clerical employees.

The San Diego Health Association is a prepaid medical group which provides medical, dental, and visual care to thousands of union members under health and welfare contracts, as well as to the general public.

An "Interim Agreement" has been signed by the association granting recognition to Local 139. It also gives the local the right to take up employee grievances along with other concessions.

The organizing campaign at SDHA was conducted by Reedus Sides, Local 139 president; Emily Jones, secretary-treasurer; and Lorraine Hansen, executive board member. International Representative Joseph F. McGee assisted Local 139 in the drive.

Executive Board Endorses Automation Commission

The Executive Board of the Office Employes International Union, at its recent meeting in New York, urged Congress to immediately pass legislation recommended by President Johnson to set up an Automation Commission.

The Executive Board believes that this legislation should not be delayed. It is essential that a tripartite Commission be established to conduct an intensive study concerning the effects of automation on the economy, particularly with respect to the dislocation of labor.

The Executive Board also urges that the Commission be authorized to set up guide posts, regulating the introduction of automative equipment which may further displace manpower. It is unanimously agreed that machines are eliminating jobs at a rapidly expanding rate. Little or no thought has been given by business, in general, to the social and economic implications—particularly with respect to the loss of consumer purchasing power as unemployment increases.

Our government regulates the sale of securities, acts to prevent monopolies, licenses patents, and assumes numerous regulatory powers. Our states have full control over the pricing policies of utilities, and they regulate banks and insurance practices.

Aimless automation can cause widespread unemployment, render large numbers of workers obsolete, and cripple consumer purchasing power.

A national Automation Commission should be created and should be given adequate regulatory power immediately if we are to prevent national chaos.

The Executive Board also acted on the following matters:

- Extended an invitation to

(Continued on page 2)

WHITE COLLAR
Official Organ of
OFFICE EMPLOYES INTERNATIONAL UNION
affiliated with the AFL-CIO

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MacMillan, Bloedel Strike

As this is written, OEIU Local 15 in Vancouver, B. C., is in the seventh week of a strike against MacMillan, Bloedel and Powell River Ltd. at Port Alberni. The strike was called on May 19th because of the company's union-busting tactics.

The company has publicly stated that it is opposed to the unionization of office workers. It unilaterally granted individual increases to its office workers through the medium of sealed envelopes prior to the strike vote in order to persuade them against the need for collective bargaining and strike action. Despite the fact that the company has a union shop agreement with every other union on the premises, it insisted on an open shop agreement with the OEIU.

The British Columbia Federation of Labour and the Canadian Labour Congress have jointly supported the OEIU strike. The Pulp, Sulphite and Paper Mill Workers Union, the United Papermakers and Paper Workers, the International Brotherhood of Electrical Workers and the International Woodworkers of America have respected the picket lines of the OEIU at Port Alberni, at the company's pulp mill, two saw mills and its plywood division; 4,300 workers have wielded themselves together as one in order to fight for a trade union principle.

If this example of trade union unity were to be followed by unions of the AFL-CIO and CLC in other parts of the United States and Canada, all workers of both countries could be organized and thus would enjoy the benefits of collective bargaining.

Strikes Less Costly Than Coffee Breaks

The newspapers give much space to threatened strikes and disputes which erupt into strikes. If we were to believe the editorials of the conservative press, we might get the impression that our nation is seriously threatened because of labor disputes.

The reverse is true, however. The Federal Mediation and Conciliation Service recently made public a report which revealed that we are in one of the most peaceful labor-management relations eras since World War II, and strikes are costing far less loss of working time than coffee breaks.

William Simkin, director of the agency, said that in 1963 labor disputes on the average idled only 15 workers for every 10,000 workers on the job. He called this figure "extremely low."

He also reported that in 1964 the picture looked even brighter—with an average of only 10 men idle due to labor disputes for every 10,000 at work.

Good Government

A number of critics of social progress who would like to see our nation returned to the "good old days" received a stinging rebuke from President Lyndon B. Johnson recently. Johnson quoted Thomas Jefferson as having said: "The care of human life and happiness is the first and only legitimate object of good government." President Johnson asked these questions:

"Does government subvert our freedom through the social security system which guards our people against destitution when they are to old to work?

"Does government undermine our freedom by bringing electricity to the farm—by controlling floods—or by ending bank failures?

"Is freedom lessened by efforts to abate pollution in our streams—by efforts to strentghen competition in the free market?

"Is freedom diminished by banning the sale of harmful drugs—by providing school lunches for our children—by preserving our wilderness areas—or by improving the safety of our highways?

"Is freedom betrayed when in 1964 we redeem in full the pledge made a century ago by the Emancipation Proclamation?"

We might add another question to those of President Johnson's: "Is freedom diminished if our government were to adopt a medicare program designed to provide health and hospitalization benefits through the social security system for those over 65?"

Union-Challenged Ballot Sustained

Company Must Bargain with Local 10

The National Labor Relations Board has ruled that a Michigan employer cannot refuse to bargain with the union certified to represent his office staff just because he disagrees with the Board's findings on a challenged ballot cast in the election which led to the union's bargaining status.

Several months ago, Detroit Local 10 won representation rights for the clerical employees of the Cherrin Brothers Company. The union won by a majority vote of 7 to 6—with a fourteenth ballot being challenged because it was cast by a clerk who is a daughter of one company officer and the niece of the others.

NLRB Acting Regional Director, Jerome H. Brooks, sustained the challenge and certified the union. In his ruling, Brooks noted that it is not Board policy to deny union representation to relatives of management if the particular relative does not enjoy a special status which allied his or her interests with management.

Fnding that Miss Cherrin did enjoy "special status," the Board composed of panel members Leedom, Fanning, and Brown found Cherrin Brothers Company in violation of the National Labor Relations Act and ordered the company to bargain with Local 10.

Local 221, Midwest Manufacturing Company Sign First Agreement

Seated for the signing ceremonies of the first labor agreement at Midwest Manufacturing Corporation, Galesburg, Illinois, are left to right, John W. Richards, international representative; Don E. Johnson, Midwest's personnel director; Walter L. Bruner, committee chairman; and John W. Miller, president of Local 221. Standing are David M. Brown, committeeman; Shirley A. Hardister, committee secretary; James C. Eagle, Midwest's chief time study engineer; Alfred H. Lehman and Lee R. Maleck, committeemen; Stan Luker, Local 221 vice president.

The first labor agreement for the office clerical and technical employees of the Midwest Manufacturing Corporation in Galesburg, Illinois was signed on June 5, following a nearly unanimous vote for acceptance of the pact by members of the Midwest unit of Local 221.

Retroactive wage increases to May 11, ranging from $15 to $30 monthly for all employees, amounting to more than a 5 per cent increase, were won in the contract. Nine labor grades, with maximums ranging form $340 to $660 monthly, have also been established; and a job evaluation study will be undertaken to properly place all personnel into their proper labor grade and to eliminate job inequities.

Accumulation of unused sick leave beginning with this year, paid leaves of absence for death in the family and jury duty, a promotion and advancement plan, definite hours and overtime rates, and maintenance of membership highlight the agreement. The contract will expire on October 31, 1966.

Negotiating the agreement were Walter L. Bruner, chairman; Shirley A. Hardister, secretary; David M. Brown, Alfred H. Lehman, and Lee R. Maleck, committeemen, assisted by International Representative John W. Richards.

Local 260 and Scott Paper Sign For Two Years

Maine Local 260 recently concluded successful negotiations for a two-year contract with the Scott Paper Company.

Terms of the settlement include:

- A general increase of 2½ percent with a minimum of $.06 per hour in 1964 and $.07 per hour in 1965.
- Shift differential increased to $.07 per hour for the second shift and $.12 per hour for the third shift effective 1965.
- The company will now pay the entire cost of group insurance coverage.
- Unmarried dependent children up to 23 years of age will be covered under the insurance program.
- Increase of 8 hours personal time off.

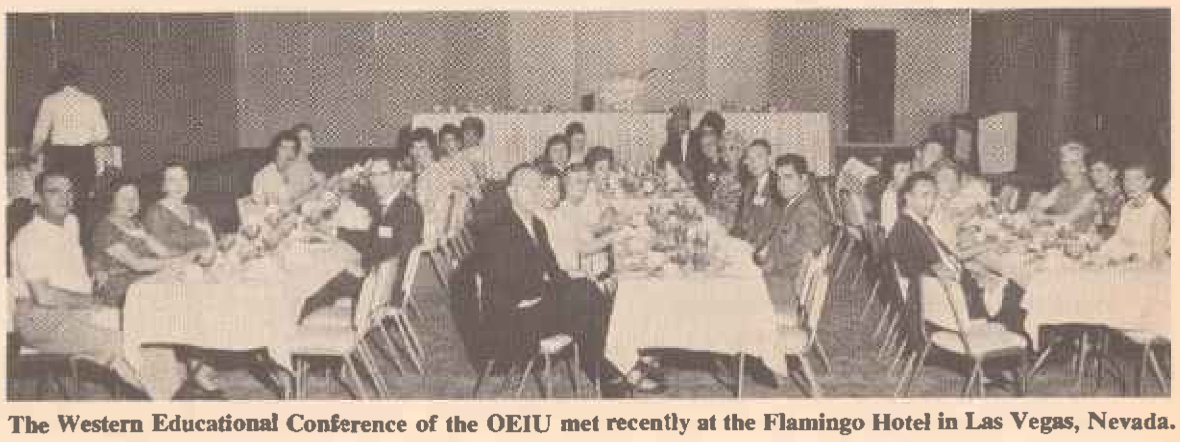
Executive Board

(Continued from page 1)

the American Federation of Technical Engineers to merge with the Office Employes International Union and thereby create one white collar union more capable of organizing office, professional and technical employees.

- Heard James Suffridge, President of the Retail Clerks International Association, discuss the activities of the International Federation of Commercial, Clerical and Technical Employees. President Suffridge was recently elected President of the IFCCTE. Secretary-Treasurer J. Howard Hicks was re-elected as a member of the Executive Board of the IFCCTE.
- Aodpted, with some reservations, the AFL-CIO resolution which is designed to minimize disputes between unions representing workers employed by other unions.
- Directed President Coughlin to forward a letter to all local unions soliciting voluntary contributions for the John Fitzgerald Kennedy Library and the Eleanor Roosevelt Memorial Foundation; and
- Directed that a non-discrimination language clause be forwarded to all local unions for the purpose of inclusion when negotiating renewal and new contracts.

Western Educational Conference



The Western Educational Conference of the OEIU met recently at the Flamingo Hotel in Las Vegas, Nevada.

CANADIAN NEWS

Royal Health Group Offers New Care Plan

Ottawa, Ont.—A Royal Commission on Health Services, after three years of study, has proposed a comprehensive, government-financed plan that promptly won the tentative endorsement of the Canadian Labour Congress.

The commission's report, which ran to 914 pages, was the first of three planned on the subject.

Its proposal would cover all hospital, doctor and drug bills; free dental and optical care for children up to 18; fluoridation of all community water supplies; special measures to deal with drug addiction, alcoholism and mental illnesses; a prosthetics program and insurance to meet the cost of outpatient services.

It would protect all Canadians regardless of age, residence, or ability to pay.

"While it has been impossible for us to make a detailed study of the initial report," commented CLC Secretary-Treasurer Donald MacDonald, "it is apparent that the main recommendations are of a nature that warrant the support of our organization. We devoted considerable effort to the preparation and presentation of a brief to the commission, and we are naturally pleased to find the opinion of the commissioners was in a number of instances in agreement with ours.

"There will undoubtedly be some opinions of the commission on which we will have reservations; but we will refrain from making any criticism until we have had an opportunity of studying the report in detail."

The report suggested that the provincial governments administer the proposed program and split its cost with the federal government. It listed a number of possible ways of financing it, including provincial lotteries.

The commission pointed out that Canadians spend about 6 per cent of gross national product on health care, including capital expenditures, medicines and education. The cost to most western nations, it added, runs between 4.5 per cent and 5.5 per cent.

It estimated that by 1971 the cost of the present system "with all its limitations and inadequacies," would be about $178 per person, or $4.015 billion annually. The commission said its program would boost the cost by about $20 per person, or $446 million more. Canada can afford this, it said.

The commission noted a shortage of personnel to make its program work and recommended that training and hospital construction be stepped up sharply, with increased government assistance to doctors in training. It foresaw a need for 7,100 more physicians, 2,130 more dentists, 42,000 more nurses and 60,000 additional hospital beds by 1971.

Freedom of Choice

Patients would have freedom of choice among physicians under the plan, and physicians would be free to accept or reject patients except in emergencies. Payment would be on a fee basis.

MacDonald said the CLC was "very happy" that the recommendations go beyond medical care. The commission's finding that Canada can afford such a program, he said, "cuts the grounds from under the feet of some of the strongest opponents."

"The opinion of the CLC, and many other organizations and individuals, that voluntary systems are entirely inadequate has now been confirmed," he added. "The commission's rejection of any form of means test is to be commended.

"We hope there will be no delay in moving toward the implementation of the major recommendations . . . It should be remembered that the faster adequate health service is provided, the faster thousands of Canadians now suffering from ill health will receive some measure of relief."

Supreme Court Justice E. M. Hall headed the six-member study commission.

Automation Research

Ontario will join Quebec, Nova Scotia and the federal government in sharing the costs of a research program on automation and social change. Under the arrangements, officials of the four governments will survey representative sections of industry and commerce and review programs by public and private agencies to ease adjustment to dislocation stemming from automation and rapid technological change.

If initial studies establish the need for a semi-autonomous national or provincial foundation on automation and employment, Ontario will be prepared to give financial support in conjunction with industry and organized labour, government spokesmen said. Meanwhile, preliminary research will be financed by the governments involved.

Canadian Labour United in MacMillan, Bloedel Struggle

The British Columbia Federation of Labour, the Canadian Labour Congress, the Pulp, Sulphite and Paper Mill Workers Union, the United Papermakers and Paper Workers, the International Brotherhood of Electrical Workers and the International Woodworkers of America are all standing firm with members of OEIU Local 15 employed at MacMillan, Bloedel and Powell River Ltd. in their fight to obtain a fair and equitable collective bargaining contract.

The unity of 4,300 workers determined to assist 61 office employees is a classic example of trade union solidarity. Practically everyone in British Columbia is acquainted with the facts as this strike, which makes labor history, is front page news in British Columbia newspapers.

The attitude of the employer is a throwback to the days when most companies in the United States and Canada fought the legitimate efforts of their workers to organize. It is inconceivable in the year 1964 that the MacMillan, Bloedel and Powell River company has not only attempted to prevent the unionization of their office staff but publicly stated that white collar workers should not be organized.

During the course of the initial organizational campaign, representatives of the employer met collectively and individually with office employees and attempted to dissuade them from collective bargaining. As usual, the employer stated that "his door was always open and he would be pleased if they would come into his office and talk about matters concerning hours, wages, and working conditions." The employees—who had never been given such an invitation before the union initiated an organizational campaign—felt that "the spider was inviting them into the parlor," but the invitation came too late and under the wrong circumstances.

A government-sponsored secret ballot election was held for the purpose of determining if a majority of the office employees of MacMillan, Bloedel and Powell River Ltd. wanted to belong to the Office Employes International Union. The result was overwhelmingly in favor of the union and, as a result, a certification of bargaining authority was granted. The voters list was signed and certified by the employer. There were 63 names on the list.

After the union was successful, the employer then stated that 11 people who voted were not properly in the bargaining unit because they were either members of management or confidential. In effect, therefore, the employer wanted these 11 people to vote; but when the decision was in favor of the union, he then wanted them eliminated from the appropriate collective bargaining unit.

The union and the employer negotiated for approximately three months. During this period, the employer did not agree to a single collective bargaining clause presented by the union, including a standard clause pertaining to the use of bulletin boards. The employer did not offer the union as much as one cent in way of wage increases.

When the employees decided to vote by secret ballot for strike action, the employer's attitude changed. Less than 24 hours before the strike vote, an unscheduled meeting was called by the employer during working hours. At this meeting, each employee was handed an envelope marked "confidental." The envelope contained a letter advising the employee that his salary had been increased by a specified amount, that the increase was retroactive to February 1st, and that the money was already deposited in the employee's bank account. At this meeting, the employer suggested that because of his generosity a strike vote would serve no useful purpose.

The employer underestimated the intelligence of his office employees. The vote was overwhelmingly in favor of strike action. if a strike was necessitated.

The salaries of the office and clerical workers of MacMillan, Bloedel and Powell River Ltd. average $100.00 a month less per classification than those paid to OEIU members in 41 paper companies throughout Canada. This company, therefore, has been enjoying an unfair competitive advantage for many years. In addition, while the employer has a union shop agreement with every other union with which he has a collective bargaining contract, he has consistently refused to grant union security to the OEIU.

The OEIU has publicly stated that it is:

1. Prepared to accept the same union security provisions which the OEIU has with any other employer in the paper industry.

2. Prepared to accept the same union security provisions that the OEIU has with any employer in British Columbia.

3. Prepared to accept the same union security provisions that the MacMillan, Bloedel and Powell River company has with any other union.

Despite this broad position of the Office Employes International Union—which leaves the company many alternatives — MacMillan, Bloedel and Powell River Ltd. continues to try to destroy white collar unionism in Canada.

FLASH!

MacMillan, Bloedel Strike Settled

William Lowe, Canadian vice president of the Office Employees International Union, announced the settlement of the MacMillan, Bloedel and Powell River Ltd. strike as a result of proposals made by The Honourable W. A. C. Bennett, Premier of British Columbia, which were accepted by both management and the union. The main stumbling blocks were salaries and union security.

Employees will receive a 10.9 per cent increase in salaries, and a Board of Arbitration will hand out final and binding recommendations with respect to additional wage increases. A joint study committee will also make recommendations. Union security will be maintenance of membership, the Rand formula, a check-off of dues, and a guarantee that the bargaining unit majority will remain intact. The work week has been reduced to 37½ hours for all employees.

Vice President Lowe hailed the cooperation of the Canadian Labour Congress, the British Columbia Federation of Labour, the International Woodworkers of America, the International Brotherhood of Electrical Workers, the Paper, Pulp and Sulphite Workers, the Paper Makers, and the International Longshoremen's Union. He paid particular tribute to Premier Bennett and The Honourable L. N. Peterson, Minister of Labour.

from the desk of the PRESIDENT

He Misses the Point

In a recent speech, Governor Scranton of Pennsylvania, one of the aspirants for the Republican nomination for President, proposed a five-point program to meet the problems of automation.

He asked for the removal of restrictions on automation so that this nation could turn out all the goods our economy can produce. He encouraged labor and management to accept the full responsibility for solving the short-range problems of automation. He asked for a massive program of job retraining. He also called for the gearing of education to meet the needs of the new economy and the new society to provide more funds through "altered" federal tax disbursements. He also asked that a state and national clearing house be established to match available workers with available jobs.

While we appreciate Governor Scranton's interest in automation, we cannot help but feel that he completely missed the point by maintaining that our economy will remain strong if we turn out all the goods that can be possibly produced. There is more to our economy than production. The real bulwark of a viable economy is utilization of the goods, which comes from the potential buying power of the consumer. What does it profit a manufacturer, therefore, to have a warehouse of products if he cannot sell them?

It is true that where people are utilized to produce goods, the money they receive in wages and salaries will be utilized to purchase goods and services. Our economy rolls along when most people are working and have plenty of money to create a demand for the goods and services of industry.

The reverse is true in recessions and depressions. When people are not working, they do not have the money to buy the goods available. Heavy inventories and full warehouses are not guarantees of prosperity. They are generally the result of slackening purchasing power.

Actually, what Governor Scranton misses is the fact that automation is the great destroyer of jobs. The sole reason for the existence of automative equipment is to replace a man or many men at less cost. If one machine replaces one man, or a handful of men, as Governor Scranton apparently still believes is the case in this present day and age, there isn't too much of a problem. But, the new technology is designed so that one machine or a complex of machines will and do replace hundreds of thousands of men and jobs forever.

This is the real problem. The new automative equipment is created and designed to irrevocably reduce the work force to an absolute minimum. Without taking into consideration the creation of new industries which will produce occupations not presently known, it is estimated by experts that 10 per cent of the work force will be turning out the goods and services we presently use within 25 years.

In our own field, typists, file clerks and other routine clerical workers are being replaced by machines every day. Fifty thousand telephone operators have been eliminated in the American Telephone and Telegraph Company in the past 10 years. Machines now do accounting, payroll, billing, disbursements and other clerical functions with a minimum of machine operators. Computers of the future will eliminate most clerical jobs.

We are not facing a short-range problem. We are facing the possibility of being automated out of existence.

Business cannot learn to handle automation on a unilateral basis. For that matter, neither can labor. The job is too big for either or both of them.

Automation must be regulated by the government.

The Executive Board of the Office Employes International Union, at its recent meeting, recorded itself in favor of the creation of a National Automation Commission. President Johnson recently recommended the establishment of such a body. This Commission, however, must be given broad powers which include the regulation of the introduction of automative equipment which displaces manpower. The Commission will have to give serious study to the social and economic implications of automation as it applies to the loss of consumer purchasing power as unemployment increases.

The Board stated that our government regulates the sale of securities, acts to prevent monopolies, licenses patents and assumes numerous regulatory powers. Our states have full control over the pricing policies of utilities, regulates banks and insurance practices.

It is, therefore, logical that the maintenance of consumer purchasing power is of far greater importance.

Local 153 Settles with French Line After a Two-Week Strike

A two-week strike against the French Line by members of OEIU Local 153, New York City, was terminated with the signing of a three-year agreement.

The new contract provides for a 4 per cent increase retroactive to April 1st of 1964, 3 per cent on April 1, 1965, and an additional 3 per cent on April 1, 1966. During the term of the agreement, all present employees have been given a guarantee against layoffs. In addition, welfare benefits will include a new rider providing for 120 days of fully paid hospital-care coverage and 180 additional days of half-paid hospital care coverage.

Additional improvements in fringe benefits will include dental care for all employees of the French Line who are members of Local 153. Vacation benefits call for 18 days after eight years of employment, 20 days after 10 years, and 22 days after 15 years. Members of Local 153 will be entitled to a free trip on French Line vessels once every two years, instead of the prior plan which called for free trips after each three-year period. Liberalization of cruise trips for employees also was obtained.

The wage rates for 110 OEIU members presently employed by the French Line will now reach a maximum rate of $196.07 per week. The contract also includes annual automatic increases within rate ranges for each classification.

During the course of the strike at the French Line, it was necessary for the union to picket all French Line piers in New York City and to dispatch pickets to Baltimore and Norfolk when the company diverted ships to those ports. John Kelly, business representative, directed the negotiations for Local 153.

$1.50 Minimum Wage Bill Introduced in Congress by Wm. Ryan

Congressman William F. Ryan (D.L.-N.Y) has introduced the first bill in Congress to increase the minimum wage to $1.50.

Ryan stated as he introduced the bill: "I believe this step is necessary if we are to raise millions of workers above the poverty level." He referred to his measure as part of the "arsenal of weapons needed to begin the war on poverty."

Congressman Ryan pointed out: "In addition to the unemployed who are living in poverty, there are many employed workers with incomes of $3,000 or less who are under-employed or working at starvation wages.

Ryan also urged the enactment of pending legislation to extend the coverage of the minimum wage law to workers now excluded.

The proposed $1.50 minimum wage will provide $3,120 a year, which Ryan said would still mean "poverty breathing down the necks" of workers. Terming his bill "a first step toward reaching an adequate minimum wage," Congressman Ryan said, "There is no doubt that in the very near future we must reach the $2.00 minimum."

Receive Back Pay Awards

Eight members of OEIU Local 61 in Louisville, Ky. can attest to the importance of an OEIU collective bargaining agreement.

Their employer, The American Radiator & Standard Sanitary Corporation, located in Louisville, realigned various working procedures which made necessary the layoff and demotion of several of the members of Local 61. The union took the position that work which had historically been performed by members of our unit was now in some cases being performed by non-bargaining unit employees, in a clear violation of the agreement.

International Representative J. M. Sleeth and the Local 61's grievance committee presented such a strong case that the company did not submit the dispute to arbitration, and a settlement was agreed upon in the final step of the grievance procedure. The back-pay award was in the amount of $3,229.24 for the eight members involved.

Representing Local 61 and assisting Brother Sleeth were Samuel Fields, Elvin Huddleston, Bernard Kittel, and E. Guy Skaggs.

S. W. Keeter, Samuel Fields, and William A. Brown were presented handsome checks recently by E. Guy Skaggs, president of Local 61 in Louisville, Ky. Brother Brown received the largest back-pay award —in the amount of $1,063.16.

Local 32 Wins N. J. Blue Cross Contract Dispute

Arbitrator Monroe Berkowitz of the New Jersey State Board of Mediation has ruled that the Hospital Service Plan of New Jersey (Blue Cross) violated its agreement with OEIU Local 32 when it subcontracted premium collection and deposit work to banking services.

The banking services known as the "Locked Box Procedure" permits subscribers to mail in their payments to a post office box number. One of three banks, each nperating under the procedure for a four-month period, picks up the mail, sorts payments with no discrepancies, and deposits the payments in the Blue Cross account.

The employer maintained that it had met the requirements of the contract's subcontracting provision as it gave the required notice, minimized employee impact, and had legitimate "economic justification."

Local 32 disputed Hospital Service Plan's interpretation of economic necessity, stating that subcontracting was permissable only if the Plan ran into serious operating problems and if there was "a loss factor" in the operation itself.

Ruling in favor of Local 32, Arbitrator Berkowitz stated: "An economically necessary move requires some reasonable necessity for making the move, some justification which is more than merely economic but less than that which would prevent subcontracting except if the company were on the verge of economic catastrophe."

Local 185 and Frisco Transportation Sign

Springfield, Mo.—Substantial improvements were incorporated into the renewed three-year contract negotiated by Local 185 and the Frisco Transportation Company.

Wage increases ranged from 5 cents to 25 cents per hour each year during the three-year span of the agreement.

An additional holiday was obtained, consisting of one-half day off with pay on New Year's Eve and Christmas Eve.

Contract language was added or improved. Employees with 10 years' seniority will also now receive three weeks' paid vacation.